

EXECUTIVE SUMMARY
Student Success – Program Integration Plan
Lake Tahoe Community College

INTEGRATION PLAN

The College has established the Student Success Team (SST) to oversee the integration plan and its associated goals. This team is a cross-functional group, including campus leaders, faculty, and staff. The Chief Instructional Officer, Chief Student Services Officer, and Director of Institutional Effectiveness are tri-chairs of this team. The SST will serve as the budget oversight committee as well as the evaluation team of progression toward goal attainment. In addition, four cross-functional work teams have been identified; these groups are comprised of faculty, staff, administrators, and students, which are assigned activities aligned to the five identified goals. Each work team will be tasked with implementation and evaluation of specific proposed activities and goals as well as reporting back to SST.

LTCC has identified five overarching goals in the 2017-19 Integrated Plan designed to help students succeed. Each goal affects Basic Skills, Student Equity, and SSSP.

1. Textbook Affordability: Improve success for underrepresented and economically disadvantaged students by removing barriers associated with rising costs of textbooks.
2. Academic Progression: Improve student progression in basic skills math and English courses through implementation of high-impact academic support initiatives.
3. Guidance & Planning: Improve student success through enhanced GPS (Guidance and Planning for Success) program services and increased student participation rates.
4. Inclusive Campus: Create a culture of equity and inclusivity to improve campus climate.
5. Community Engagement: Develop stronger student and community engagement through diverse campus events and activities

These goals are generally designed to help all students; however, there are specific efforts within each goal that will be directed at traditionally underserved students. We have highly committed counseling and instructional faculty and staff who have historically supported the efforts and initiatives related to Basic Skills, Student Equity, and Student Success and Support Programs (SSSP) . With all three of these areas being under the Student Services Division, work-team communication and implementation of activities will be comprehensive and efficient. We expect widespread campus support as we fully carry out the goals within the integration plan.

STUDENT EQUITY PROGRESS SUMMARY

In past years, LTCC has focused Student Equity efforts on the Latina/o population, with less focus on other disproportionately impacted groups. This was due to the volume of the Latina/o population on campus and in our community, versus other groups. Moving forward, LTCC plans to continue expanding equity services to Latina/o students as well as further develop equity services to all disproportionately impacted groups.

LTCC has made significant progress towards achieving the goals set in previous Student Equity plans. LTCC has achieved one goal, and staff are confident that all will be met by 2019.

1. Access: ACHIEVED! The Latina/o community is accessing LTCC at higher rates than ever, with the student population matching the community population at 27%.
2. Course Completion: The equity gap is closing. Course completion rates for Latino/a students were within 5% of the overall population in 2016-17; the goal is 4% by 2019.
3. ESL & Basic Skills Completion: English completion rates well exceeded the goal of a 2.5% increase. Completion rates for math were almost equal, however, leaving work to be done.
4. Degree & Certificate Completion: The equity gap is decreasing, trending towards 3%. The difference has decreased from 14.6%, to 8.3%, to 6.6% over the past three years.
5. Transfer: The gap in transfer rates for Latino/a students has decreased from 16.2%, to 14.1% to 5.4%. The goal is to have a gap of 5% or less by 2019.

LTCC Student Equity Program funds have been allocated as follows:

LTCC Student Equity Program Expenditures				
	FY14-15 Actuals	FY15-16 Actuals	FY16-17 * Actuals	FY17-18 Budget
Annual Allocation	\$ 200,000	\$ 250,000	\$ 250,000	\$ 250,000
Academic Salaries	\$ 11,305	\$ 45,786	\$ 39,661	\$ 36,454
Classified Salaries	\$ 79,769	\$ 96,427	\$ 103,894	\$ 119,626
Employee Benefits	\$ 35,803	\$ 54,082	\$ 53,977	\$ 68,770
Supplies	\$ 29,184	\$ 13,015	\$ 22,392	\$ 6,650
Services	\$ 38,586	\$ 22,086	\$ 18,031	\$ 10,500
Equipment	\$ 5,354	\$ 18,605	\$ 3,267	\$ 8,000
Total Expenditures	\$ 200,000	\$ 250,000	\$ 241,221	\$ 250,000

** LTCC has until June 30, 2018 to spend the FY16-17 allocation*

LTCC received funding in addition to the annual allocation to support student equity. In FY14-15 LTCC received \$7,000 for the Equity Cultural Initiative guest speaker series, and \$36,000 for digital imaging of documents. In FY15-16 LTCC received \$10,000 for the Equity Cultural Initiative speaker series, \$22,500 for a laptop loan program, \$13,000 for translation of key documents, \$16,000 to support the club soccer program, and \$80,000 for textbooks for the Incarcerated Student Program.

BASIC SKILLS (BSI) PROGRESS HIGHLIGHTS

We have made significant progress towards the two goals previously set for Basic Skills: self-assessment of programs, and innovative and effective practices. Departmental annual and comprehensive program reviews incorporate specific analysis of foundational skills coursework for both English and math. We have implemented Boot Camps for English and math to assist students in reviewing and learning content in order to place into higher levels of these courses. The college has made great strides in acceleration in English, but challenges continue to exist in mathematics. In addition, for faculty professional development, we have hosted Excellence in Teaching Workshops, which include instructional strategies focused on teaching foundational skills coursework.

STUDENT SUCCESS AND SUPPORT PROGRAM (SSSP) PROGRESS HIGHLIGHTS

We are making constant progress toward the various SSSP goals previously identified. The college has branded these services as Guidance and Planning for Success (GPS), to provide orientation, assessment, and educational planning services to all students. The GPS program has been marketed to both current and new students, supported by Board Policy, and enhanced with the 'One-Stop', which allows students to more easily navigate through the GPS components. GPS services are provided to non-credit students and students in other specialized programs, including our incarcerated student program. Online GPS services are being offered to distance education students, but this remains an area for further development. Follow-up to at-risk students and those not making satisfactory academic progress have expanded, including automatic communications and outreach efforts. Probationary students are required to meet with a counselor quarterly to develop a student success contract before being approved to enroll in more than three units.

For any additional information about the Student Equity Program at LTCC please contact the Director of Student Equity, Laura Salinas at (530) 541-4660 extension 549 or at lrsalinas@ltcc.edu. For more information about the integration plan, including Basic Skills or SSSP please contact the Interim Executive Dean of Student Success, Tracy Thomas at (530) 541-4660 extension 750 or at tracy@ltcc.edu.